



# Energ-IT, Competences for Green IT

Milan, 11th December, 2009

# What is UNI Global Union?

- UNI is the global union for skills and services with 20 million members in 900 unions
- Members in 160 countries (all continents)
- Represents workers from 14 sectors (Commerce, Electricity, Finance, Gaming, Hair & Beauty, Industry, Business Services, ICT, Telecom, Post, Tourism, Property Services, Graphical, Media, Social Insurance, Temp Work Agencies)

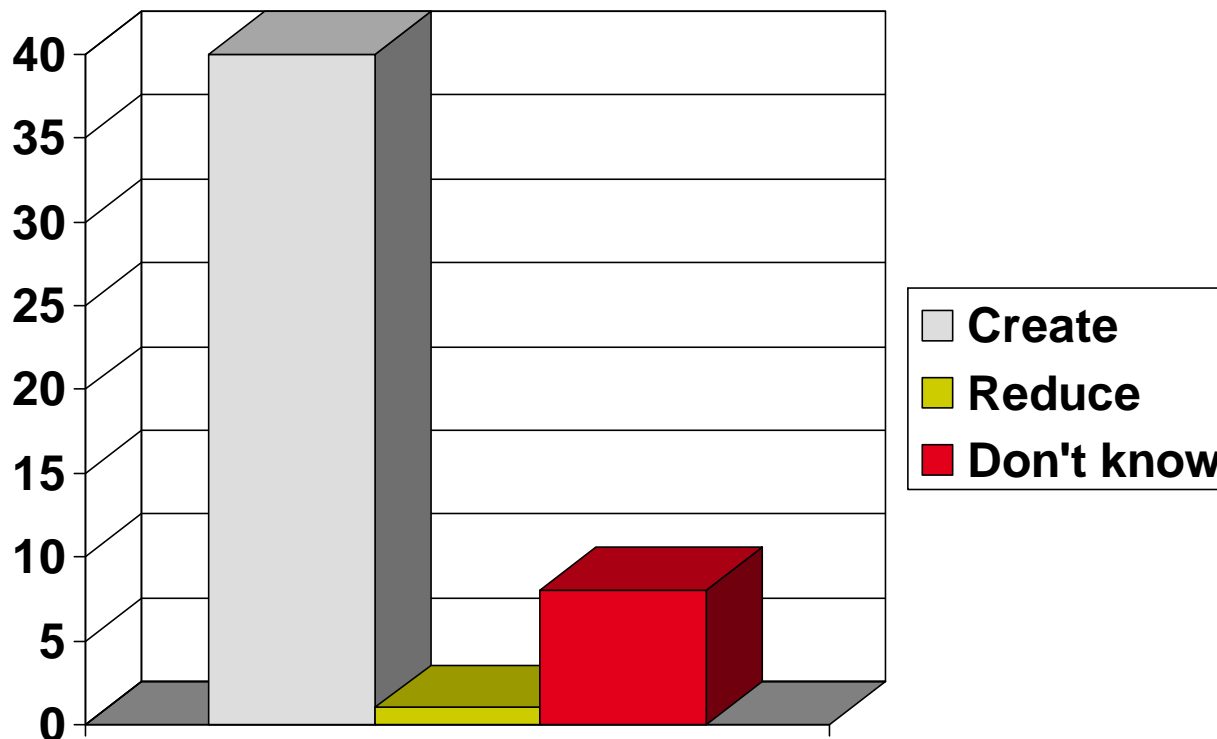
# What do we do concretely?

- Trade union alliances (EWC usually take part)
- Global Agreements
- Multi-stakeholder partnerships
- A globalised economy needs global unions, workers need global protection

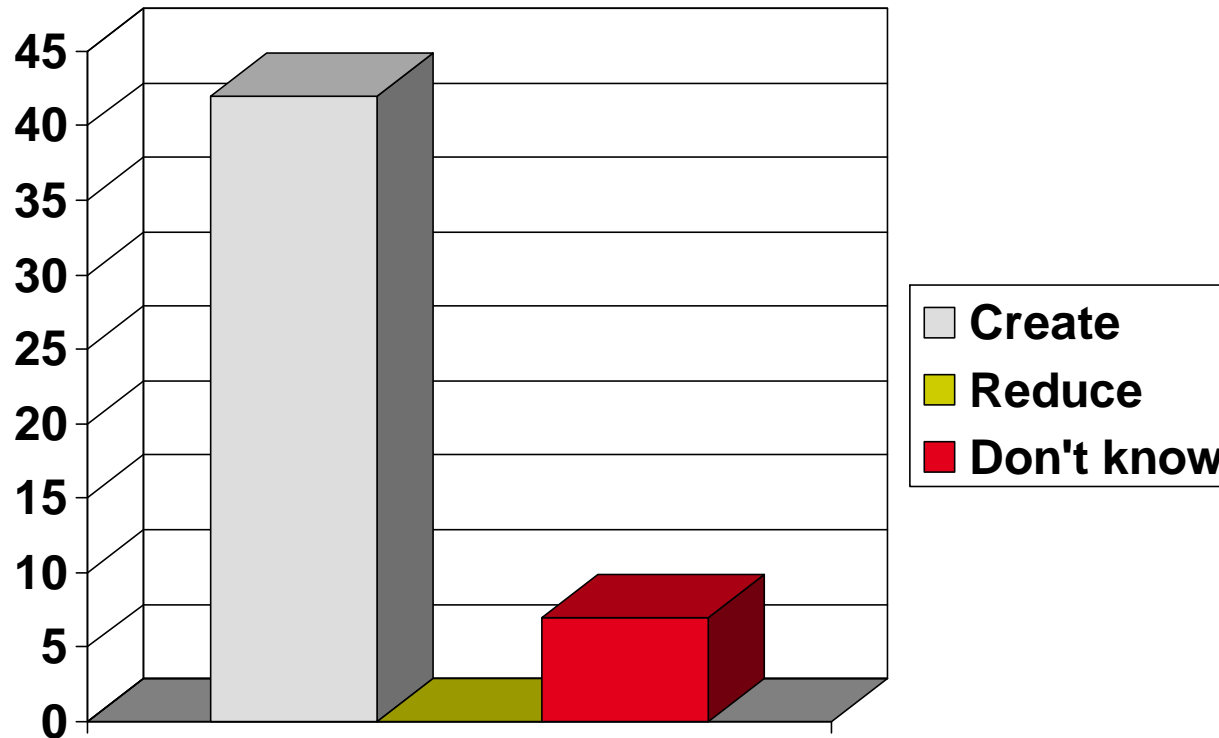
# Green economy=job creation?

- Intelligent use of ICT could reduce emissions by 15%
- Job creation in the EU: 950'000 by 2010 and 1.4 million by 2020 + jobs done in a « greener way »
- UNI ICTS forum and affiliates agree with it

# Investment in green IT will create or destroy jobs in the economy?



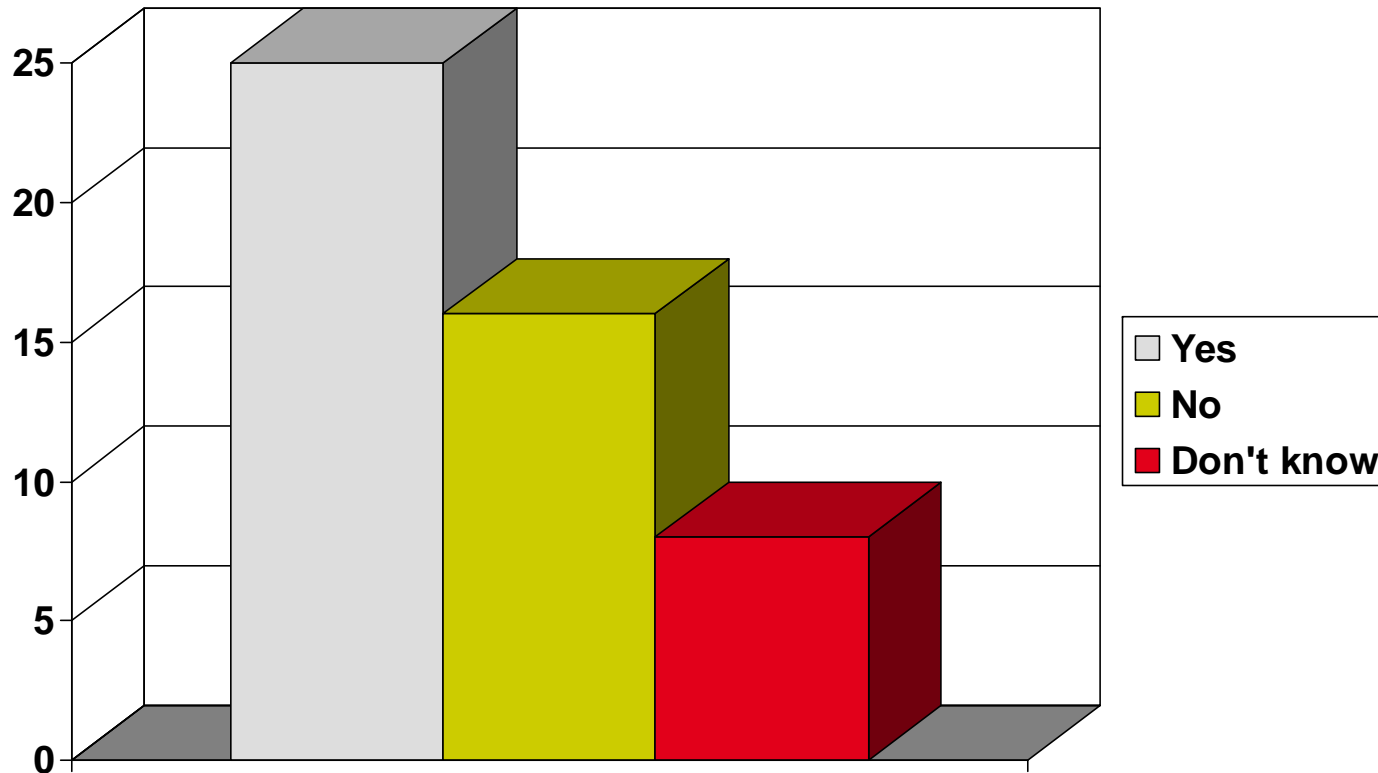
# Investment in green IT will create or destroy ICT jobs?



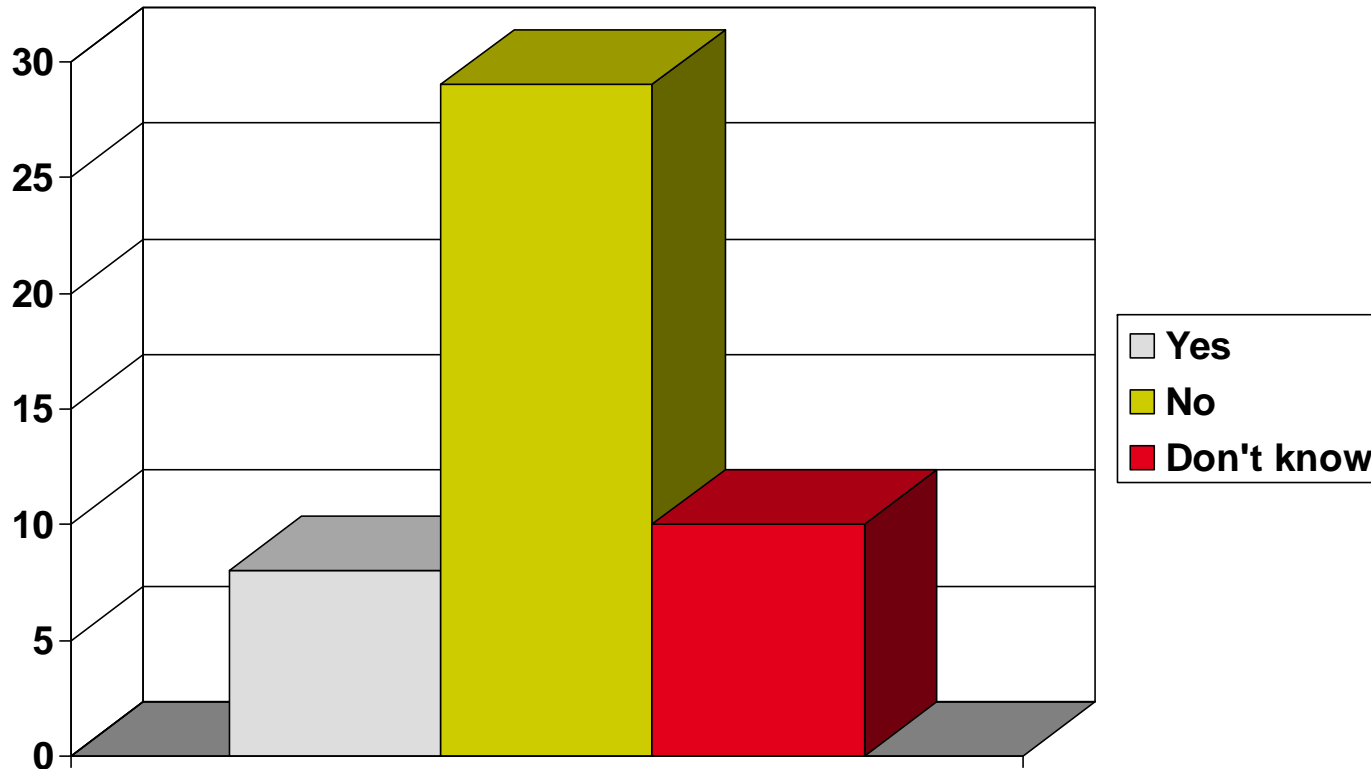
# BUT...

- Must be accompanied by active labour market policies, including training+re-skilling
- For all workers (not only those in ICT)
- Green-collar jobs mustn't be a rebranding of blue-collar ones

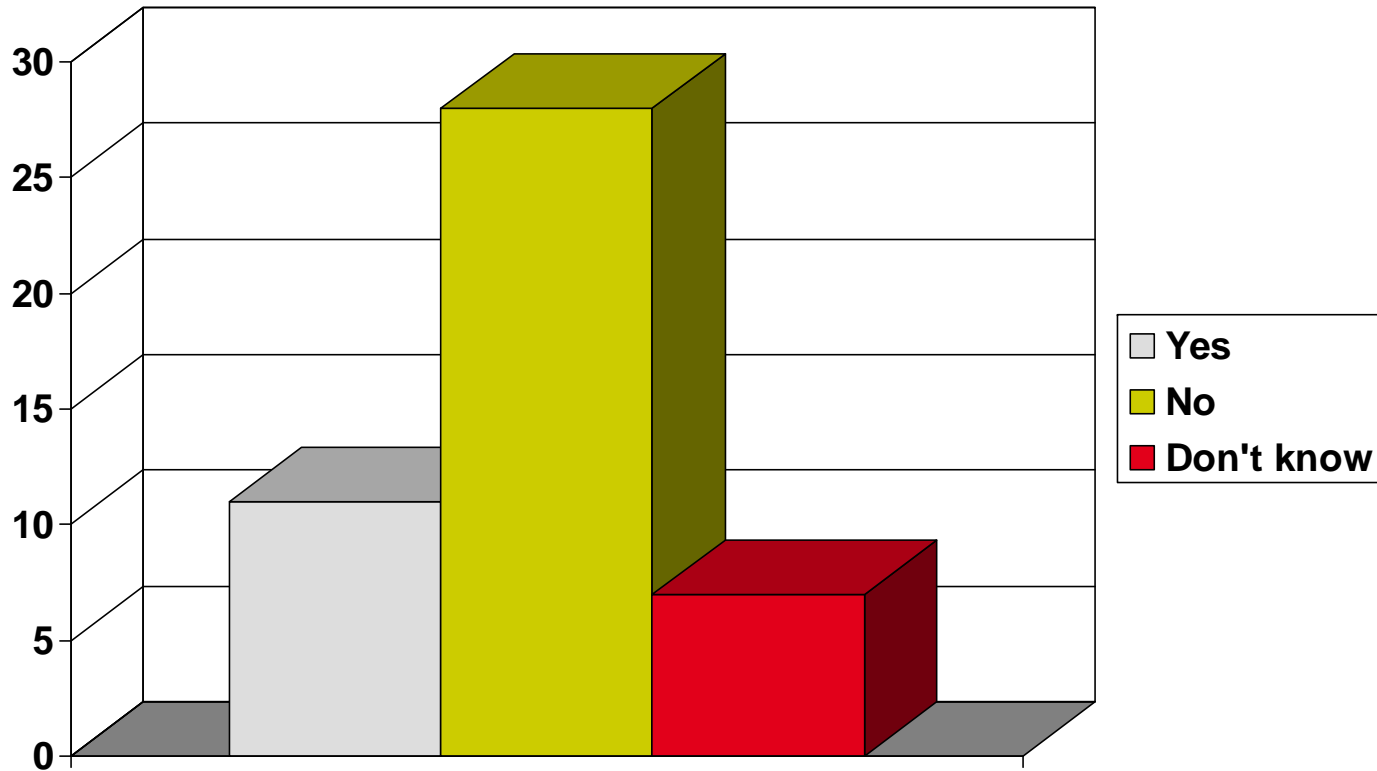
# Does green IT require special skills?



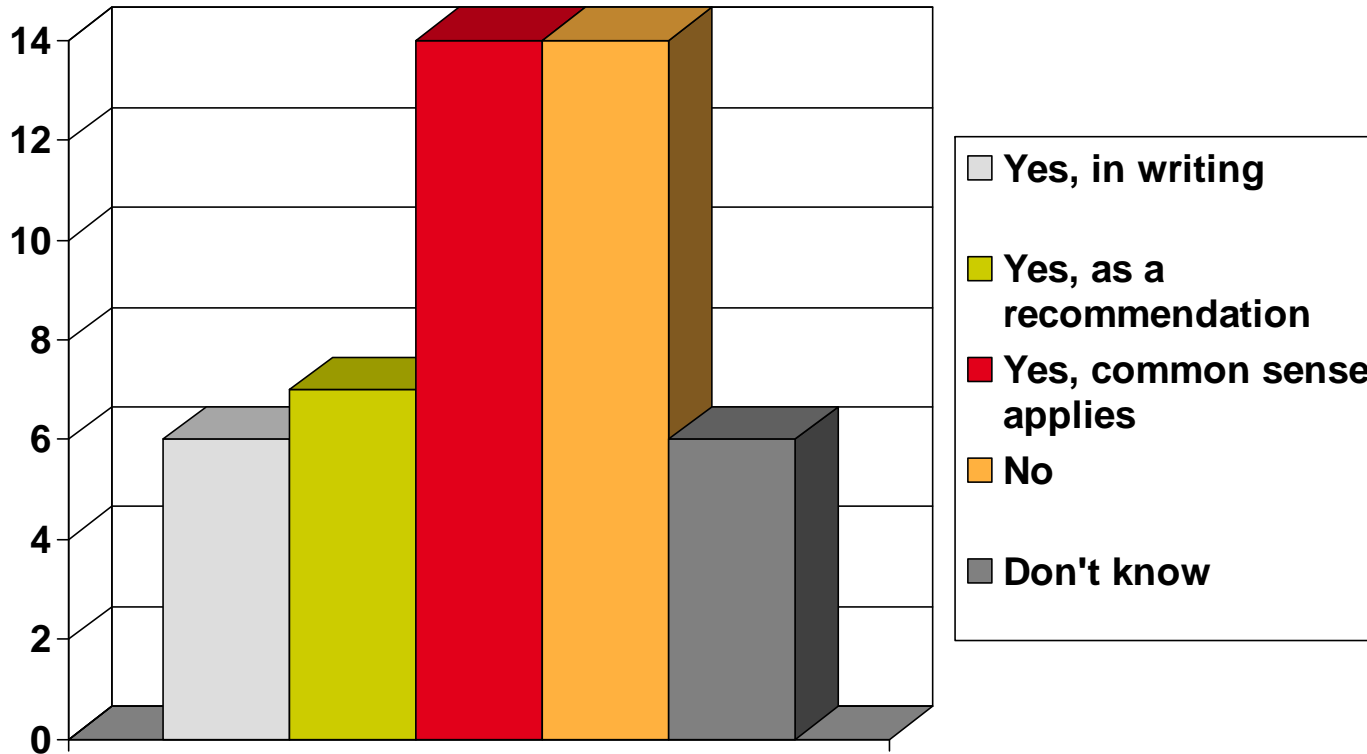
# Green workplace agreements between unions and employers?



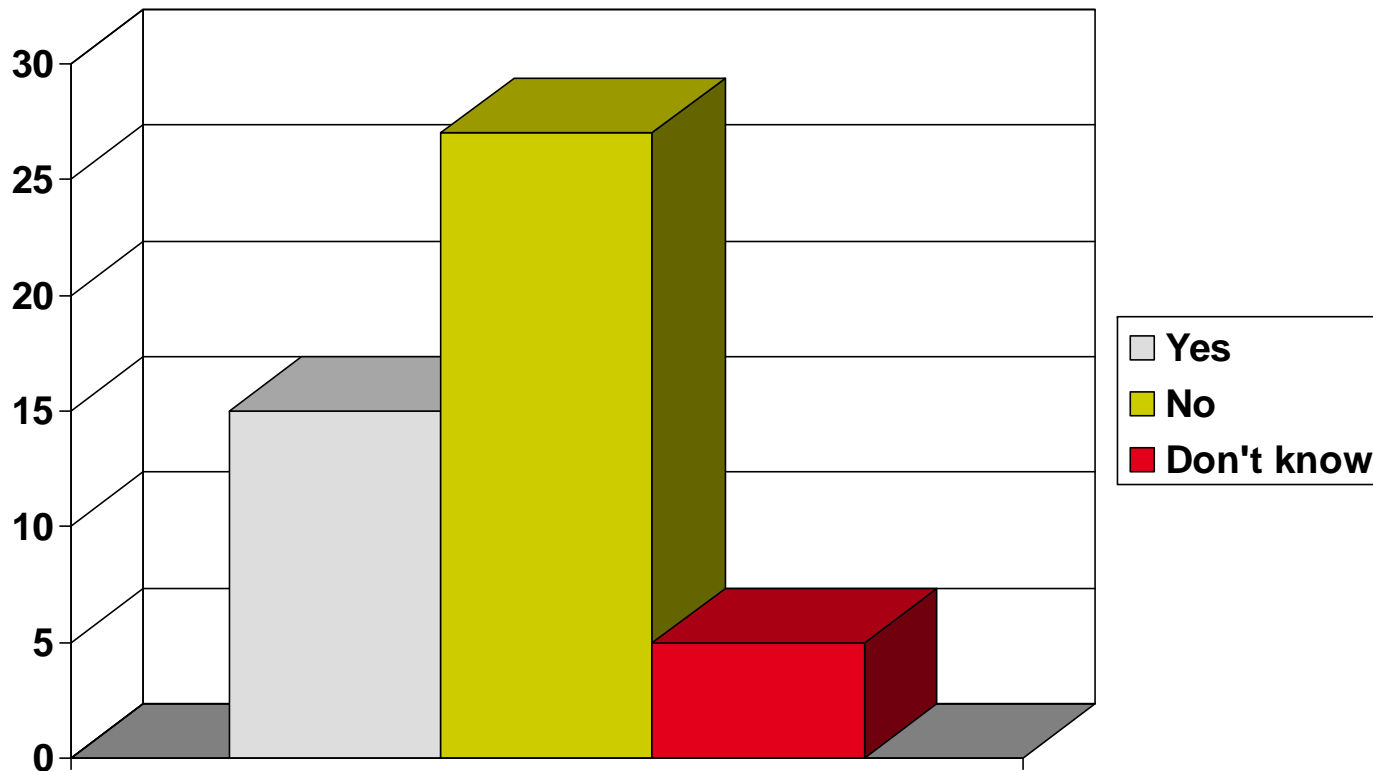
# Presence of local env. reps in companies



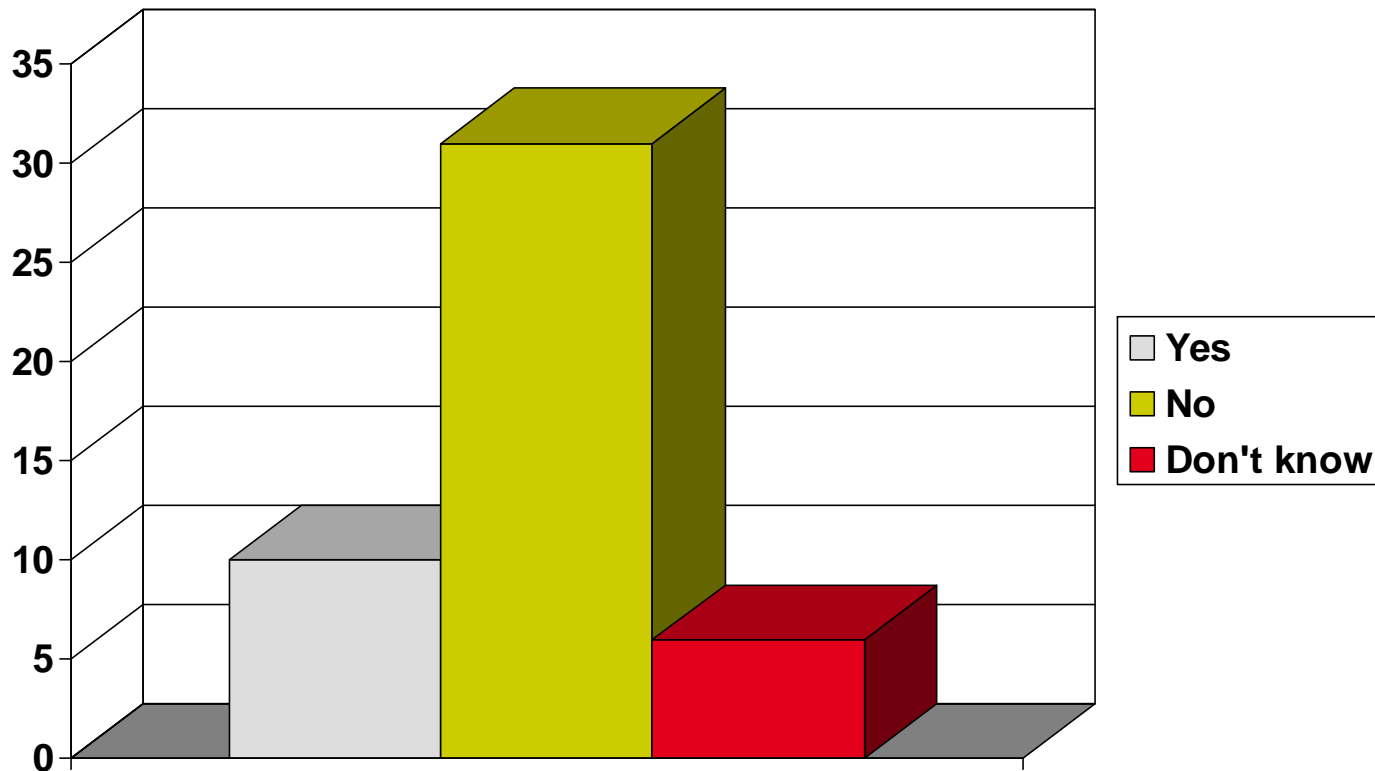
# Do unions have an environmental policy?



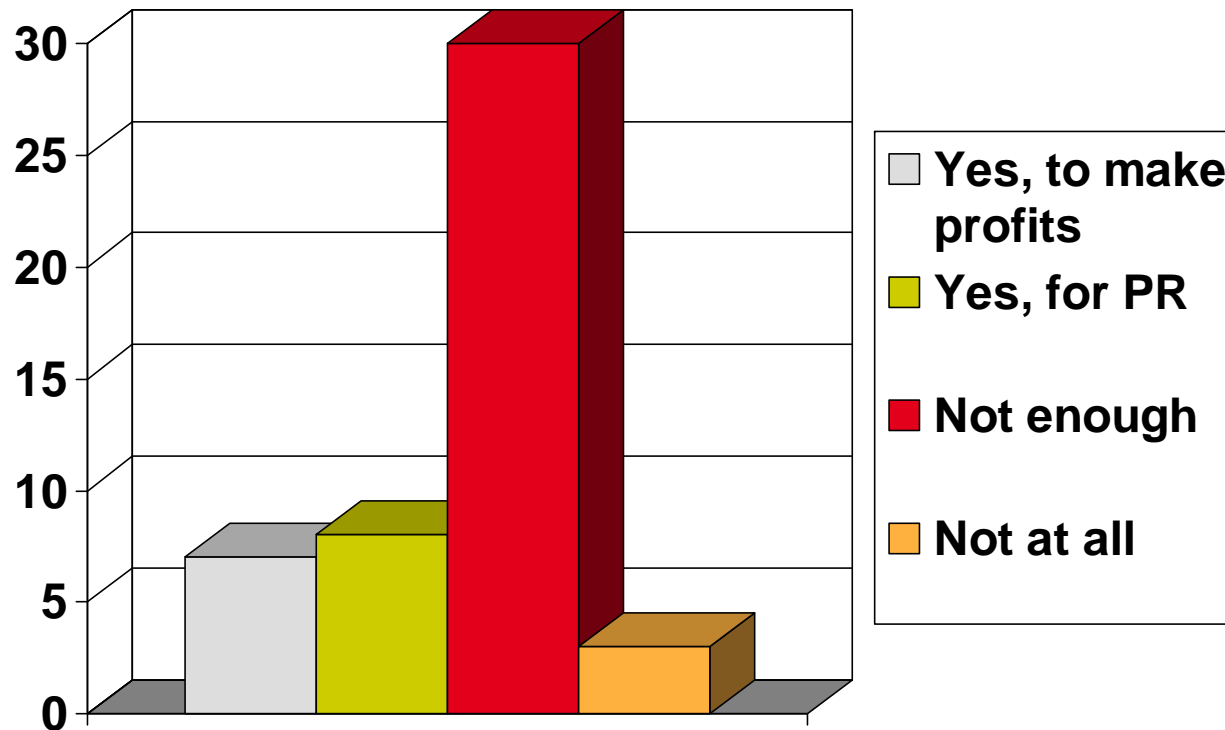
# Do unions provide employees/members with env. training?



# Is there a union structure to implement env. policies at work?



# Do you think the ICT industry has made green ICT a priority?



# Skills implications of the transition to a LCREE

- Organisations are not sufficiently aware
- Demand of skills training > offer (75% of 2020 workforce left education)
- Identified skills are not new (Science, Technology, Engineering and Maths)

# Some solutions

- Workplace environmental reps.
- Dialogue with employers about green IT and the required competences
- Promotion of green labels
- Employee involvement in companies' initiative
- Specific research+design skills
- Hardware/virtualisation design skills
- Repair+maintenance skills for green tech

# Which skills are needed to implement Green ICT efficiently?

- Awareness (what are we talking about: cloud computing?, coding?)
- « Green » efficiency team in companies (with a 360° view)
- New role: Green project manager with specific skills+ monitoring+maintaining
- Technical languages more efficient

# Which skills are needed to implement Green ICT efficiently?

- Standard way of measuring+calculating energy consumption
- Life-long learning
- Benchmarking
- Skills necessary for homeworking
- Negotiating, influencing, communication, research skills (how I can be greener)
- Train IT people so they can train others
- Innovation, creative environment at work

# Where can students and ICT pro acquire ICT skills?

- Create an independent international org.
- Bachelor education with green ICT as a cross-sectoral matter and not « in silo ».
- Formal training structure created for ICT pro
- Learning by doing for ICT users
- Child education (ASAP)
- Cross-sectoral training in firms
- Job rotation (for green managers)
- Invent green managers diplomas
- Union should provide some

# What about a Green ICT certification by a vendor neutral institution?

- Some org. think about it but don't want to engage if it's just a trend effect
- Trust and reliability needed
- End user firms should take the lead and ask for these certifications
- TU campaigns to sensitize firms

# What about a Green ICT certification by a vendor neutral institution?

- Constant update of labels
- Need a common metric
- Must be supervised by gov, EU, group of unions
- Include social standards
- Good for transferability of skills
- Must be optionals

# What do ICT users need to know to use ICT in a sustainable way?

- More education, culture
- See tangible effects

# Which skills are needed to make unions greener?

- Same as other firms
- Marketing skills
- Green leadership (impose solutions)
- Implement ICT where it's lacking
- Inform people/unionists through campaigns
- « Green offshoring », ask firms to put some of the savings into env. policies
- Improve some ICT tech.
- Shoudn't forget low tech (switch off PCs...)

# Thanks for your attention!

- Questions and answers?
- [Lorenzo.desantis@uniglobalunion.org](mailto:Lorenzo.desantis@uniglobalunion.org)